

Bargaining Unit 14
Management Confidential
City of Fresno Management Employees Association (CFMEA)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2015 PPO Plan Premium = \$1,176.00 City Contributes \$859.00 Employee Contributes \$317.00 If no employee contribution, medical benefits are reduced 32%
Retirement *	City = 12.04% Employees hired on/after 8/01/2015 pick up 1.5% of City contribution Employee (Average) = 8.46% (2%/year @ 55 w/5 years) DROP
Life Insurance	1x annual salary rounded to nearest thousandth
Long Term Disability	66 2/3% to \$7,500/month maximum after 30 days/end of sick leave
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal = 1
Vacation	Not available
Sick Leave	Not available
Supplemental Sick	40 hours per fiscal year 80 hours maximum
Annual Leave If hired on or before 12/1/2013 (Days per year/Hours per month)	1 – 9 years = 23.25/15.5 10+ years = 28.25/18.834
If hired after 12/1/2013 (Days per year/Hours per month)	1 – 9 years = 20/13.33 10+ years = 24/16.0
Administrative Leave	60 hours per fiscal year See MOU for cash out policy
Uniform Allowance	None
Bilingual	None
Workers' Compensation	66 2/3% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

*	Employees Retirement System = Vested after completing 5 years of service
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